

The Third Annual
BLACK STATE EMPLOYEES ASSOCIATION
OF TEXAS, INC.

*Banquet
and
Award*

P R E S E N T A T I O N



Saturday, October 17, 1992
6:00 P.M.

LOEWS ANATOLE HOTEL
Grand Ballroom
2201 Stemmons Freeway - Dallas, Texas

Dr. Darren L. Reagan
Chairman/CEO



Greetings....

On behalf of the Board of Directors and the entire membership of the Black State Employees Association of Texas, Inc., Dallas Chapter, I would like to take this opportunity to express our appreciation to you for your supporting this our Third Annual Awards Banquet.

In recognizing the difficult days that we are now faced with: a very diverse and changing culture; a depressed and sagging economy; an educational system that has failed; the escalation of racial tension and turmoil that threatens to erupt at anytime, anywhere; and homelessness; all these conditions have simply become an acceptable way of living. Prisons, drugs and committing violent crimes are now among our nation's major source of employers and methods to acquire economical and social control.

The questions again arise, "Are there any among us who dare to be different? Are there any among us who are willing to break from the norm and the old traditions? Are there any among us willing to make a difference on our jobs, in our communities and neighborhoods, in our places of worship, and in our homes? Are there any among us willing to make real the vision, accept the challenge, recognize the realities that will provide our communities with positive, innovative and progressive leadership for the 21st century?" God bless you.

Sincerely,

A handwritten signature in dark ink, appearing to read "Darren L. Reagan".

Dr. Darren L. Reagan
Chairman/CEO

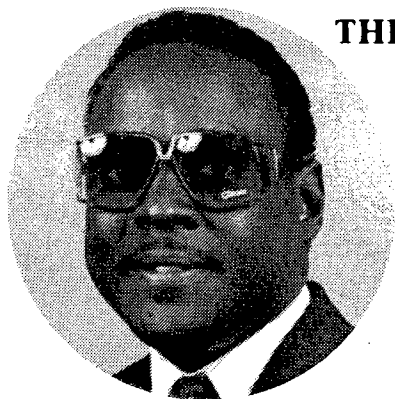
BRIEF HISTORY

The Black State Employees Association of Texas (B.S.E.A.T.) was organized April 15, 1989, under the very outstanding, hard-working, visionary leadership of our Founder and Executive Director Dr. Darren L. Reagan and twelve (12) founding members. The organization received its tax exempt status on November 17, 1989.

The purpose of the association is to provide a structured support base for the minority state government employees, and others who are under-represented, and disadvantaged, regardless of their race, color, sex, religion, or national origin. It is also a goal of the association, to promote cultural, social, economic, educational, and civic awareness among the minority state employees, public and private sector employees and other disadvantaged U.S. citizens.

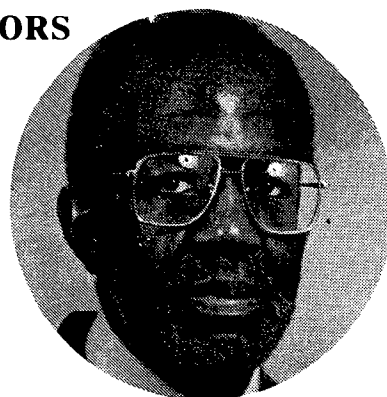
Our goal is to continue establishing other chapters throughout the State of Texas in order to gain an even greater support base.

THE EXECUTIVE BOARD OF DIRECTORS



Dr. Darren L. Reagan
Chairman/CEO

Carolyn Carey
Executive Secretary
Photo Unavailable



Allen McGill
Secretary General



Mary Carter
Vice Chairperson



Barbara Collier
Treasurer



Margaret Campbell



Euna Robinson



Linda Johnson



Valerea Murphy



Gail Turner

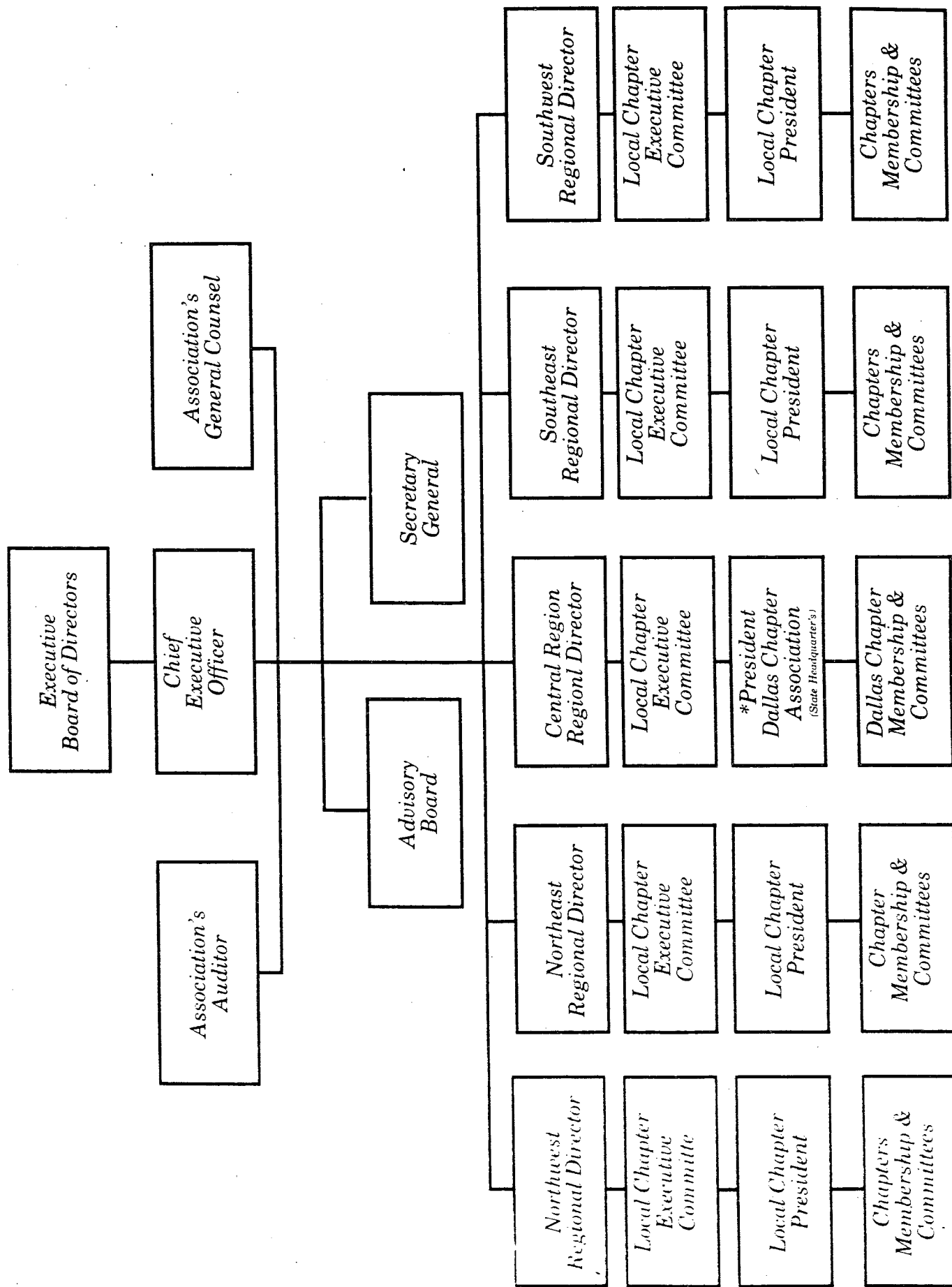


Robert Roberson



Judy Slaughter

Organizational Chart



OPERATIONS OVERVIEW

During the 1992 fiscal year, officials and representatives of The B.S.E.A.T., Inc. engaged in more than 250 ongoing business meetings and discussions with major Corporations, Public Agencies, Small Businesses, Civic Organizations and Community Based Organizations.

Some of the primary topics of discussion involved Employment, Education, Procurement, Economic & Business Development, Housing, Literacy, Substance/ Drug Abuse, Crime and Complaints of Discrimination.

Some of this year's Highlights include: Neighborhood tours of Southeast Oak Cliff with Tom Hoaglin, President/ CEO of **Bank One, Texas**; John Adams, Chairman, Terry Wilson, Vice Chairman, and other Sr. Management officers of **Texas Commerce Bank**; David Berry, Chairman/CEO, Jim Richardson, Community Reinvestment Officer, and other Sr. Management officers of Bank of America, Texas; Mike Cornwall, President/CEO, W. Wallace Reed, V.P. & North Tx. Regional Manager of **Guaranty Federal Bank, FSB**; and group discussion with Norman Brinker, Chairman, Board Members, and the entire Sr. Management staff of **Brinker International**.

ADVISORY BOARD MEMBERS

Dr. H. D. Reagan
Pastor, East Gate Baptist Church

Dr. Willie E. Harris
President, Celebrity Art Productions

Honorable Al Lipscomb
Mayor Pro Tem, City of Dallas

Honorable Andrew Mellontree
Smith County Commissioner

Dr. Harlon Overstreet
Pastor, True Vine Baptist Church

Rev. Tony L. Dilworth
Pastor, North Star Baptist Church

Mr. Kenneth Cooper

Ms. Evelyn Forte

Ms. Somova Bennett

**THE BLACK STATE EMPLOYEES ASSOCIATION
OF
TEXAS, INC.**

Announces Board Appointments and Organizational Changes

Darren Reagan	to	Chairman and CEO
Mary Carter	to	Vice Chairperson
Allen McGill	to	Secretary General
Gail Terrell	to	Board of Directors
Valerea Murphy	to	Board of Directors
Barbara Collier	to	Board of Directors

ORGANIZATIONAL CHANGES

The:	Oversight Jurisdiction:
Minority Vendors Program	BSEAT South Oak Cliff
Business Development Program	Community Development
Housing Development Program	Corporation, Inc.
The Procurement Center	
 The:	 Oversight Jurisdiction:
Job Placement/Referral Program	BSEAT Social
BSEAT Community Learning Center	Services, Inc.
 The:	 Oversight Jurisdiction:
Discrimination Complaint, Legal	BSEAT Legal Fund, Inc.
Redress	

DEMOGRAPHICS:

Total Number of Households 33,750
Average Household Income \$29,285
Total Personal Income Over 1 Billion Dollars

Total Number of Banks 0
Total Number of Grocery Chains 1 (Minyard Foods)
Total Number of Restaurants Chains 0
Total Number of Movie Theaters 0
Total Number of Pawn Shops 75
Total Number of Check Cashing Places 50

Industrial Land Cost Per Square Foot up to \$1.50
Percentage Land Developed 50%
Single Family Residents %- City of Dallas

BSEAT MAKES IT HAPPEN.

African-American vendors have received more than \$5 million dollars in construction, professional procurement services and advertising contracts as a direct result of BSEAT's "connections."

Examples: Facilitated the purchase of American Plaza by the Unique Six Corporation.

Facilitated the purchase of the 7-11 Store between Foreman & Associates (Joyce Foreman, Owner) and the Southland Corporation. Encouraged and facilitated many vendoring contracts: The Associates of North America and On Target Supplies; People Resources; Texas Commerce Bank, Bank One, Texas; First City, Texas, etc.; Best Yet Courier Services; AG Associates; Celebrity Art Productions; ALP Printing, Inc.; The Dallas Weekly; The Elite News; The Dallas Post Tribune; The Dallas Examiner; Foreman Office Products; The King Group; Ethnic Media Marketing Consultant; JD and Associates; and Minority.

Southeast Oak Cliff Quick Facts:

The Black State Employees Association of Texas South Oak Cliff CDC, Inc. is the only neighborhood based organization (nbo) serving the business community and enhancing residents' quality of life in Southeast Oak Cliff.

Southeast Oak Cliff has a larger population of African Americans (100,000) than any other area in the Dallas/ Fort Worth Metroplex. Descendants from African American pioneers such as the Millers in Alameda Heights, have maintained roots and social ties in Southeast Oak Cliff.

Southeast Oak Cliff has the following major assets to offer investors.

Major Community Facilities:

- * Lancaster/ Kiest Shopping Center
- * Paul Quinn College
- * Dallas Zoo
- * Extensive Public Parks & Recreation Centers
- * V A Hospital
- * Vacant Land (15 square miles)
- * Over 400 Churches

MAJOR EMPLOYERS:

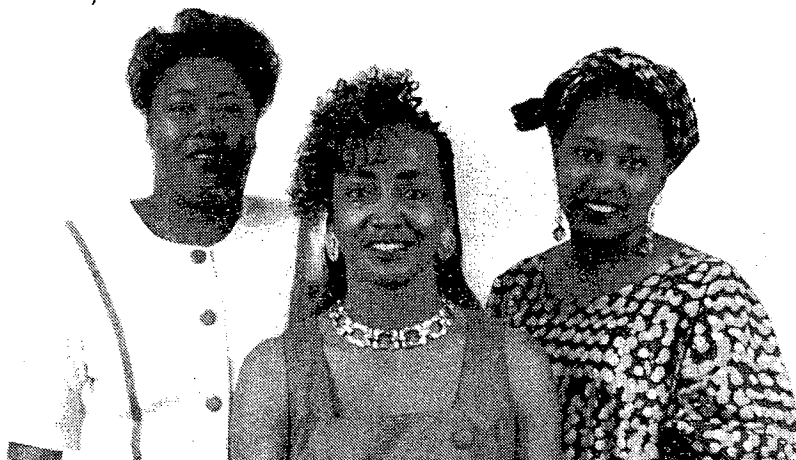
- * Paul Quinn College
- * Kmart
- * 175 medium size businesses
- * Minyard Food Stores
- * Southland Corporation/7-11 Stores
- * American Cash Express
- * Williams Fried Chicken
- * Angelos Food Marts, Inc.
- * Two Podners Restaurants
- * Texas Department of Human Services
- * Texas Employment Commission
- * Touch of Class Beauty & Barber Shops
- * Larry's Barber College
- * DISD
- * V A Hospital
- * Bluit Flowers Medical Facility
- * MHMR Facility
- * U.T. Southwestern Medical Center, Family Planning Centers
- * U.T. Arlington Career Counseling/Planning Center
- * Ingram's Exxon Automotive Service Center

1993 PROPOSED AGENDA

The Board of Directors of The Black State Employees Association of Texas adopted the following work program:

- * The Association will aggressively lobby and implement strategies to influence financial institutions, restaurant chains, and grocery stores to locate in Southeast Oak Cliff.
- * The Association will form public/private partnerships to strengthen the commercial infrastructure in Southeast Oak Cliff. Specifically, The Association will immediately seek a partner that will enable it to purchase the Lancaster/ Kiest Shopping Center and other assets in the community.
- * The Association will automate its "vendor/supplier connection" idea through the creation of a Procurement Center that will allow a company and/or vendor to access our data base from their desk top computer.
- * The Association and its public/private partners will open a state-of-the-art community learning center in the "heart" of Southeast Oak Cliff.
- * The Association will continue to develop opportunities within corporations for African-American vendors to receive professional services, construction, and procurement contracts.
- * The Association will continue to provide technical assistance to members and residents to protect their rights in the workplace.
- * The Association will continue to provide job placement services for members and residents through cooperative job referral agreements with companies in the metroplex.
- * The Association will continue to sponsor community job fairs, discrimination/-affirmative action workshops, cultural awareness programs for high school students and voters registration campaigns.
- * The Association will develop housing strategies to create single family housing for low to moderate income residents of Southeast Oak Cliff.

1992 JOB PLACEMENT AND RESUME REFERRAL ASSISTANCE PROGRAM



JOB PLACEMENT/REFERRAL COORDINATORS
L-R: Connie Buford, Valerea Murphy, Odell Lee

JUNE 6, 1992 JOB FAIR CORPORATE PARTICIPANTS

Sunbelt Nursery Group	Presbyterian Healthcare
America's Cash Express	Minyard Food Stores
First City, Texas	Kroger Food Stores
Brinker International	Chief Auto Parts
Blockbuster Video	NationsBank
Bank of the Southwest	Bank One, Texas
Guaranty Federal Bank, FSB	Texas Commerce Bank, N.A.
First Interstate Bank of Texas	Federal Reserve Bank
TCI Cablevision	UT Arlington
UT Dallas	Southland Corporation
Texas Dept. of Human Services, Region 5	Dallas Police Dept.
Grandy's Restaurants	The Associates
Prufrock Restaurants	Private Industry Council
Dallas Youth Service Corps	

CORPORATIONS WHO INTERVIEWED & HIRED JOB FAIR/RESUME CANDIDATES

Top Performers

Sunbelt Nursery Group	Presbyterian Healthcare
America's Cash Express	Minyard Food Stores
First City, Texas	

Others

NationsBank	Kroger Food Stores
Blockbuster Video	Bank of the Southwest

THE BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS LEGAL FUND, INC.

ORGANIZATIONAL DESCRIPTION

Community Characteristics: The Black State Employees Association Pro Bono Program is a Dallas/ Fort Worth Group that serves and provides unique services to the community. The purpose is to achieve equal opportunity or eradicate practices of discrimination in the areas over which the program has jurisdiction.

The Pro Bono Clinic currently services 15-25 clients on a weekly basis. Clinic personnel assist clients with discrimination in housing, employment, education, consumer/finance problems, family, juvenile, health, income maintenance, individual rights, social security, government entitlement representation and counseling. The program receives 25-35 call per day which are screened by volunteer staff and then scheduled for the Clinic so clients are able to discuss their problems with an attorney or paralegal with attorney supervision and review.

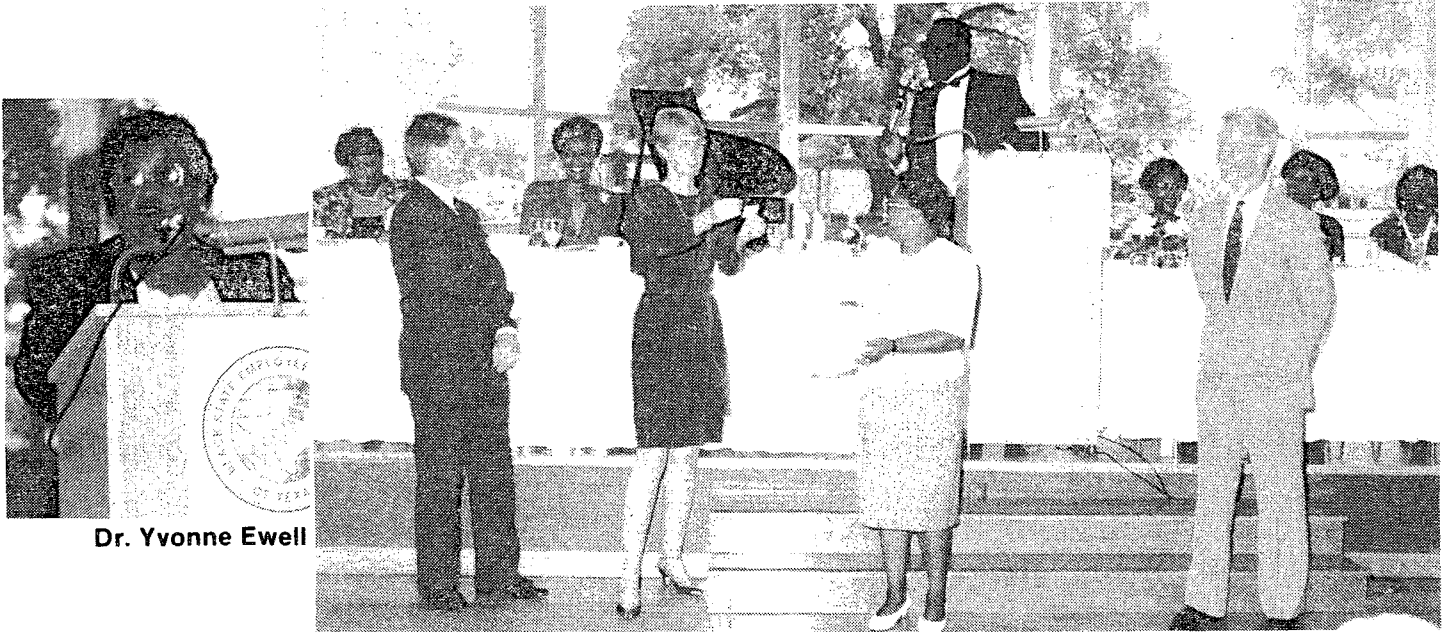
There are no special eligibility requirements which would exclude groups within our community from obtaining services from our organization. Therefore, our services are open to the entire community, if their needs fall within our area of interest and jurisdiction. Specifically, our services are unique and available to low income citizens for their representation. The emphasis is placed on assisting indigent and low income individuals.



LEGAL REDRESS COMMITTEE

**L-R: Jackie Green, Curtis James, Euna Robinson-
Chair, Wilma Bryant, Cecil Young-Co-Chair (not
shown)**

1992 FIRST ANNUAL SCHOLARSHIP AWARDS LUNCHEON
Held at The Beautiful Dallas Civic Garden Center
Dr. Yvonne Ewell, Board Member-D.I.S.D., Keynote Speaker
Catered by Two Podners Restaurant
(Over 250 Participants)



Dr. Yvonne Ewell

**L-R: Don Carr, General Manager, Redbird Mall; Janet Coen, V.P. Brinker International;
 Connie Buford, BSEAT; Doug Pierce, Office Administrator, Delta Air Lines**



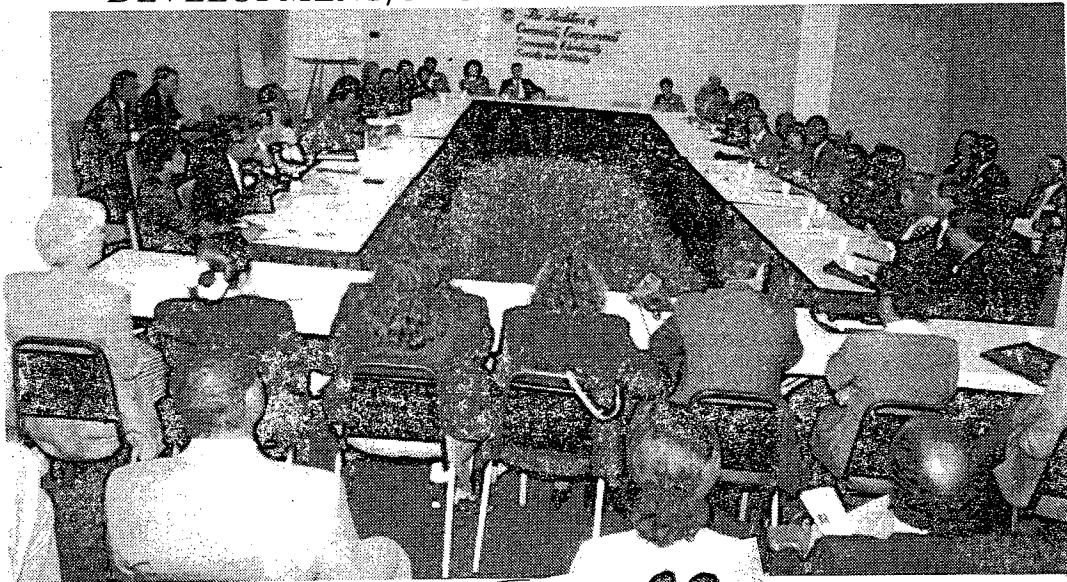
AUDIENCE



SCHOLARSHIP COMMITTEE

**L-R: Gail Terrell, Connie
 Buford, Valerea Murphy,
 Linda Morgan, Sheryl
 Colclough**

1992 COMMUNITY REINVESTMENT AND BUSINESS DEVELOPMENT/PROCUREMENT WORKSHOPS



L-R: Michael Dulan, District Director, NationsBank, Texas; Dr. Darren L. Reagan; Joyce Foreman, Owner, Foreman's Office Products.

"THE STRUGGLE CONTINUES"

Over four months of city-wide weekly (random) protests, demonstrative actions were taken against First Gibraltar Bank, FSB, because of well documented complaints by residents and employees regarding discriminatory practices in the areas of employment, lending, non-compliance with the Community Reinvestment Act (CRA), and the blatant disregard and disrespect for the African American community.

After negotiations and diplomatic efforts by the Association failed to amicably resolve the issues, the Association filed complaints and letters of protests with the appropriate regulatory agencies: The Department of Labor/OFCCP; The E.E.O.C.; F.D.I.C.; The Office of Thrift Supervision (O.T.S.); Office of The Comptroller of The Currency (O.C.C.); The Federal Reserve; elected officials and etc. Over 250 residents/customers closed their accounts during the protests.

The bank's employment record February-92.

POSITIONS:

Sr. Management	0 African Americans
Dept. Heads	0 African Americans
Branch Managers	0 (out of 167 branches state-wide)
Supervisors	1 African American Female



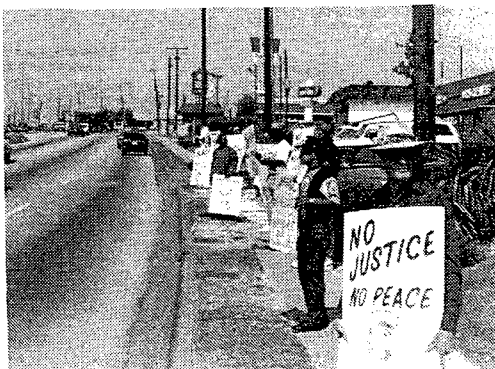
STRATEGY PLANNING



ON THE LINE



ANOTHER ACCOUNT CLOSED!



NO JUSTICE, NO PEACE



NO JUSTICE, NO PEACE

1992 Third Annual Awards Banquet

Corporate Contributors

AG Associates	Harvey Hotel, Plano
Allen & Bill Morris	Hibernia National Bank In Texas
ALP Printing, Inc.	Inwood National Bank
Alphonso Solomon & Company	JC Penney Company
America's Cash Express	Jefferson Photography
American Federal Bank, FSB	KJMZ/100.3 JAMZ Radio Station
Anthony Lyons, Attorney At Law	Kroger Food Stores
Associates	Lone Star Gas
Bank of The Southwest	Minyard Food Stores
Bank of America	NAACP, Dallas Branch
Bank One, Texas	NationsBank
Brinker International	NIBA
Brookhollow National Bank	Northpark National Bank
Celebrity Art Productions	Pappas
Charlie C's Restaurant	Pitre Automotive Sales
Coca Cola USA	President Health Clubs
Comerica Bank	Red Oak State Bank
Compass Bank	Red Bird Mall
Cornerstone National Bank	Schepps's Diary
Dallas Black Chamber	SDDC
Dallas Teachers Credit Unio	Showbiz Pizza
Dallas Morning News	Southland Corporation
Dart	St. Luke "Community" United Methodist Church
Dallas County Community College District	State Bank & Trust
Delta Air Lines	Sunbelt Wolfe Nursery Group
Donald Hill, Attorney At Law	Super Conductor Super Collider
East Gate Baptist Church	TCI Cablevision of Dallas, Inc.
Evans Engraving & Stamping, Inc.	Temerlin McClain
Federal Reserve Bank of Dallas	Texas Commerce Bank
Federal Home Loan Bank of Dallas	Tom Thumb, Cullum Company
First Texas Bank	Turtle Creek National Bank
First City Bank	Two Podners Restaurant
Friday's Luncheon Group	Western Bank & Trust
Greater Dallas Chamber Community Development	Western Bar-B-Que
Guaranty Federal Bank	WFAA-TV, Channel 8

COMMUNITY SERVICE AWARD

THOMAS E. HOAGLIN
President and Chief Operating Officer
Bank One, Texas, NA



L-R: Dr. Darren L. Reagan, Tom Hoaglin, Mayor Steve Bartlett, Allen McGill

1992 TOP CORPORATE CONTRIBUTORS/SUPPORTERS
(FINANCIAL/INKIND)

ALP Printing, Inc.
Bank of America, Texas
Brinker International
Delta Air Lines, Inc.
East Gate Baptist Church
KJMZ/ KHVN 100.3 JAMZ Radio Station
KKDA/ K104 Radio Station
NationsBank, Texas
Red Bird Mall
WFAA-TV, Channel 8

A sincere thanks for your gracious contributions and demonstrations of commitment, confidence and support.

EDUCATION COMMITTEE



Robert Roberson
Chair



Connie Roberson
Co-Chair

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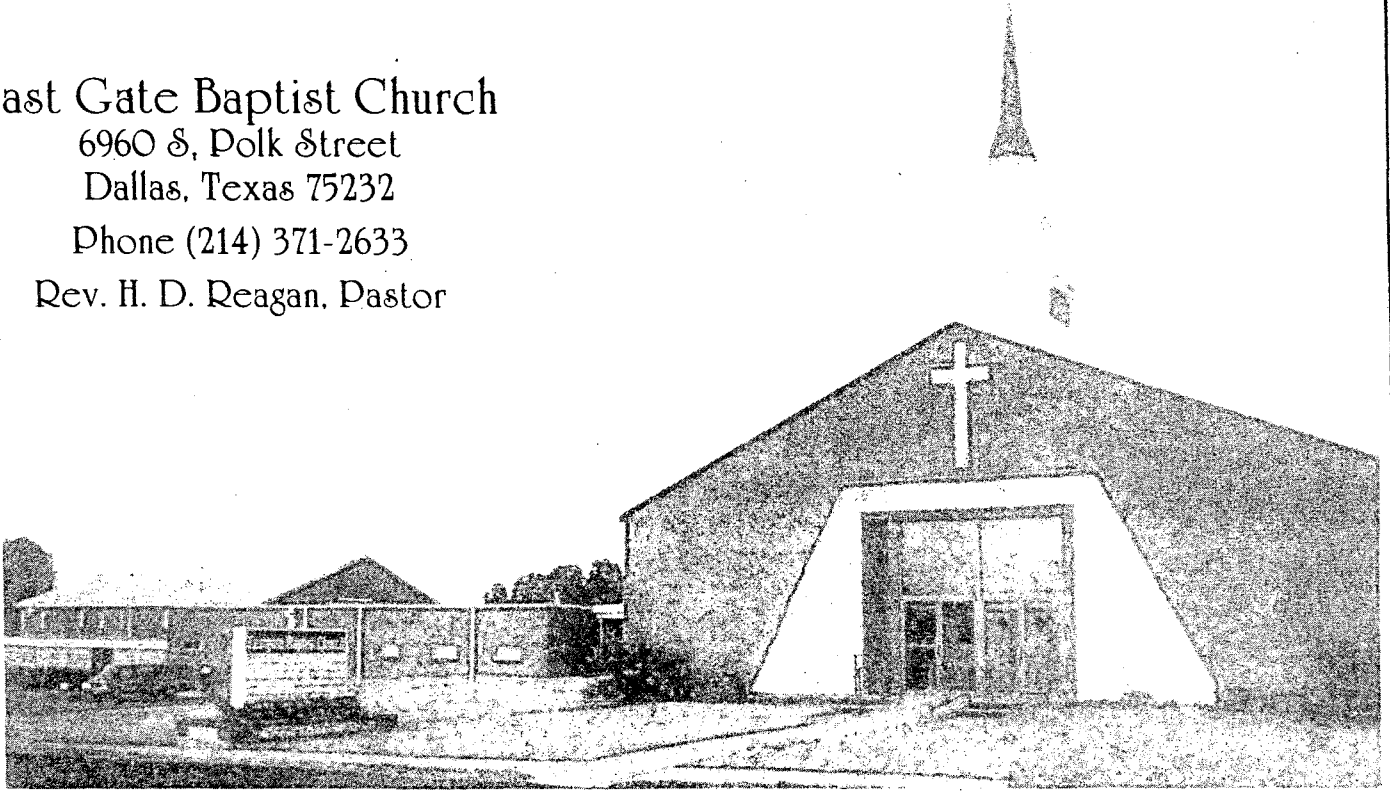
Duplicated cities counted once. ©1992 Delta Air Lines, Inc.

East Gate Baptist Church

6960 S. Polk Street
Dallas, Texas 75232

Phone (214) 371-2633

Rev. H. D. Reagan, Pastor



“DRUG ABUSE SUPPORT MINISTRY”

East Gate Baptist Church

6960 South Polk Street

Dallas, Texas

Phone: (214) 371-2633 and (214) 371-2671



The East Gate “Drug Abuse Support Ministry” serves as a community network for the exchange of Information and Resources on and of substance abuse clients, as well as to provide support to families who are afflicted by substance abuse. East Gate Baptist Church serves as one of the Eastfield off-campus location for the “Chemical Dependency Certification Program.”

Our dedicated ministry consist of: Professionally trained counselors in Evangelism, Education, Drug Abuse, Business Consultants, Medical Professionals and Volunteer Supporters throughout the Church and Community.

Ms. Jo Ann Jackson, M.Ed LPC
Executive Director

Mr. Levi Williams, M.S. LPC
Counseling Specialist

CONFIDENTIAL CONSULTATION AND REFERRAL

SPIRITUAL & FAMILY SUPPORT GROUP MEETING

2nd & 4th Saturdays — 10:00 - 12:00 noon

TREATMENT SUPPORT GROUP MEETING

Thursday 7:00 p.m. - 9:00 p.m.

Saturday 10:00 a.m. - 12:00 noon

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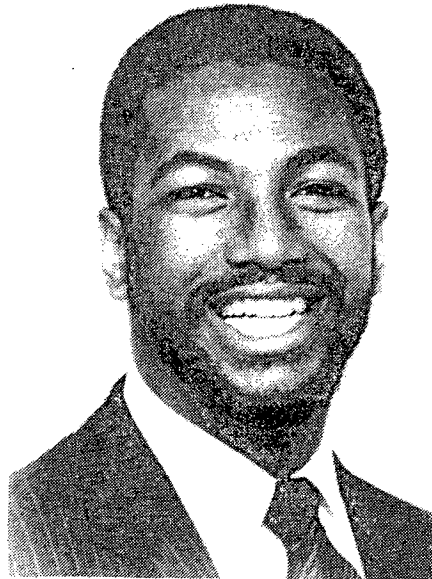
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REVEREND MICHAEL WAYNE WALKER

The Reverend Michael Wayne Walker is Administrative Minister of the Messiah Baptist Church of Brockton, Massachusetts. Under the leadership of Rev. Walker, Messiah Baptist Church constructed and entered a new church and educational building April 6, 1986. This was accomplished in less than five years and with an initial church membership of 35. The church owns and operates a Federally Chartered Credit Union, Intensive Transition to Independent Living Program for the Commonwealth of Massachusetts, created a Community Development Corp., and opened a Career Counseling and Life Planning Center. Rev. Walker completed a post graduate study in Cultural Pluralism at Oxford University in Oxford, England and studied at Princeton University. Recognized as a Danforth Scholar and Mays Fellow, Rev. Walker graduated *cum laude* from Bowdoin College in Brunswick, Maine, holds a Masters Degree from Harvard University, and is presently a candidate for the Doctorate Degree from Boston College. He completed a Field Education Supervisory Program at Andover Newton Theological School and the American Baptist Churches Planning and Managing Institute. In 1989 as an outgrowth of his Community Development Ministry, Rev. Walker completed the Wendy Heifeitz "Training for the Securities Industries" program and he is licensed and registered as a Financial Planner. As a recipient of the prestigious Merrill Fellowship, he studied at Harvard Divinity School and Harvard Business School. Rev. Walker serves as a member of "Ethical Perspectives," a weekly cable television show, is a member of the United Way Board of Directors, Kiwanis International, Growing Minds Resource Institute, a Commissioner for the Hall of Black Achievement at Bridgewater State College, and maintains membership with many other organizations. He was appointed by the Governor to a 5 year term as a member of the State Board of Education in August 1991. Rev. Walker served as a Keynote Speaker for the National Baptist Convention, conducted revivals and lectured at high schools and universities nationwide, is a former Field Director for the 1980 Congressional Elections (5th C.D., Texas), former legislative aide to State Representative Paul Ragsdale, and has travelled with Alex Haley, Dick Gregory, and Leon Higginbotham. When defined in terms of its intended products, Rev. Michael Wayne Walker's academic experience, professional training, work experience, and community development has taught him to move beyond acquisition of specific knowledge skills and toward the acquisition of an understanding of humanity, nature, and the interaction of the two toward the development of a style of thought which is informed, questioning, and marked by intellectual courage.

PROGRAMME

Theme: "The Vision, The Challenge, and The Realities for The 21st Century."

Mistress/ Master of Ceremony Rene' Syler-WFAA-TV, Channel 8
Russ Parr-KJMZ, 100.3 JAMZ Radio Station

Welcome/ Occasion Mary Carter-Vice Chairperson
Executive Board of Directors

Musical Selection East Gate Baptist Church Ensemble

Invocation Dr. H. D. Reagan-Pastor
East Gate Baptist Church

DINNER

Musical Selections

East Gate Baptist Church Ensemble

Soft Music

Kaye Mayes-Musician, East Gate Baptist Church

Introduction of Speaker Russ Parr

SPEAKER Dr. Michael Walker

Musical Selection Tamika Banks (Junior)
Texas Christian University

Special Presentations The Hon. Al Lipscomb-Mayor Pro Tem, City of Dallas
The Hon. Fred Blair-State Representative

Issuance of Awards Sheryl Colclough, Member
Barbara Collier, Member
Allen McGill, Member
Executive Board of Directors

Special Recognitions Dr. Darren L. Reagan
Chairman/ CEO

Closing Remarks Rene' Syler

Benediction Dr. H. D. Reagan

****SPECIAL THANKS****

To the media, our businesses, corporate sponsors, members and guests--as a result of your efforts, our communities are more informed, our children have a better future, and a business/citizenry partnership continue to be developed. This occasion is an illustration of our collective endeavors. Thank you.

Gail Terrell, Chairperson-Banquet Committee

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Bank of America salutes the Black State Employees Association.

BANKING ON AMERICATM





THE RED OAK STATE BANK

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B.S.E.A.T.
on their 3rd Annual
Awards Banquet!

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214/875-1333

Dallas Office

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DALLAS, TEXAS 75224
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Member FDIC

Congratulations

To

Darren Reagan

And

The Black State Employee Association

Of

Texas

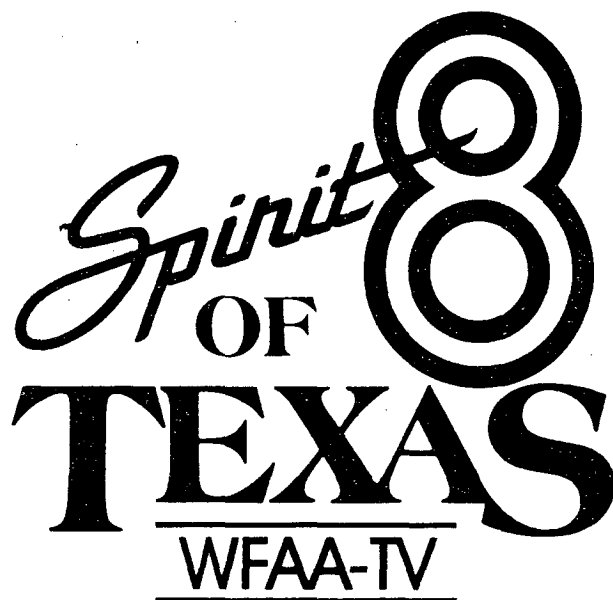
Ag Associates Supports your progressive and untiring efforts to bring economic parity to the African - American Community.

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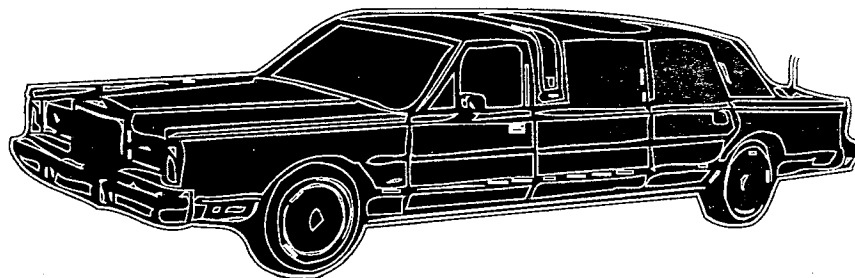
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M-F 9-6

S 10-4

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Black State Employees Association of Texas

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Congratulations

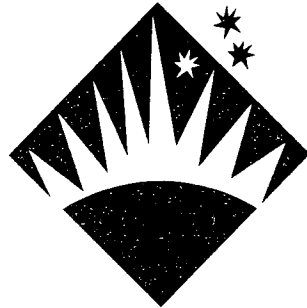
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of

Dallas

Best Wishes To BSEAT



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TIMES HAVE CHANGED!

- The Morning News:
Cost too Much!
- Television Time:
Which Show? How Much?
- Radio Advertisement:
Which Station?



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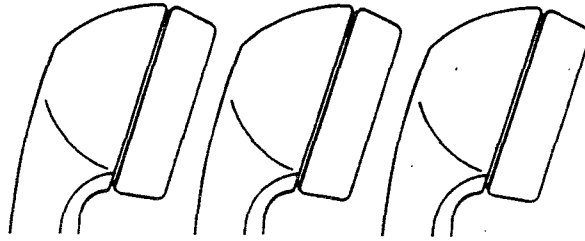
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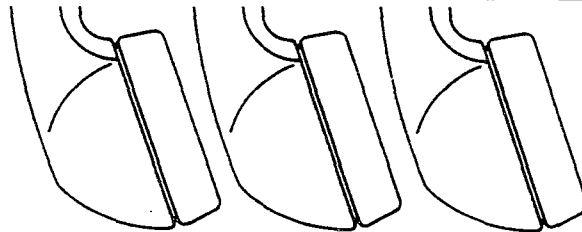
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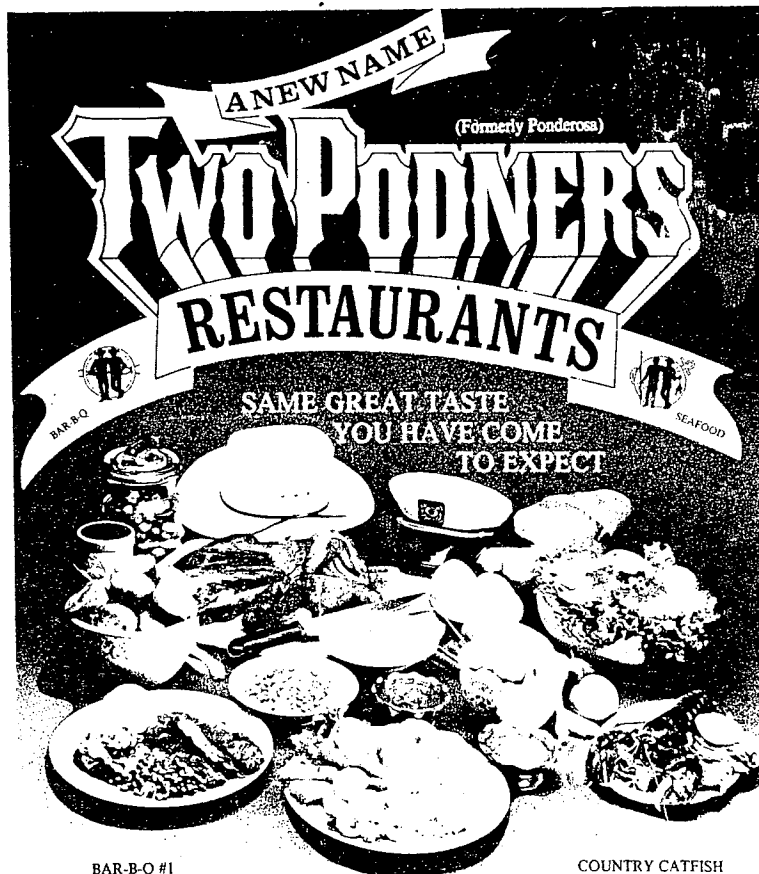
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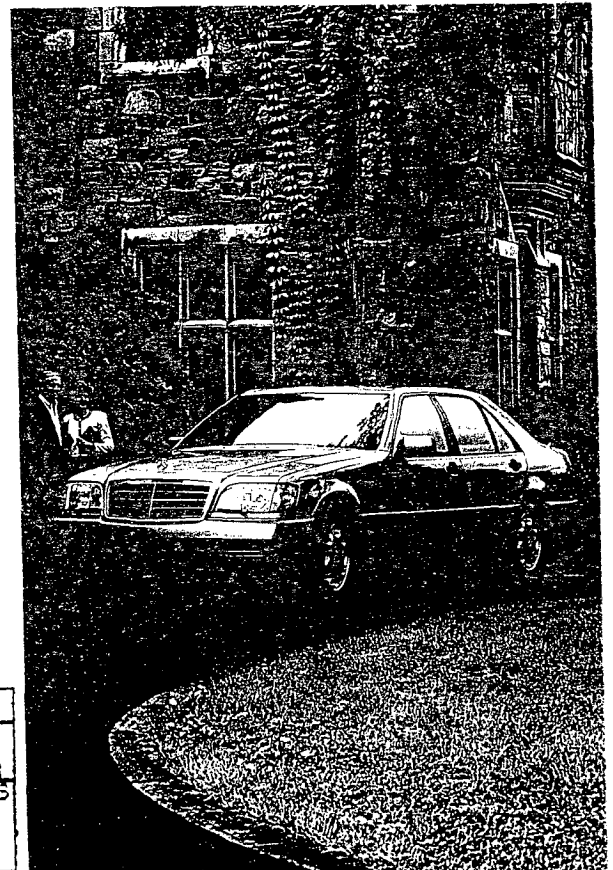
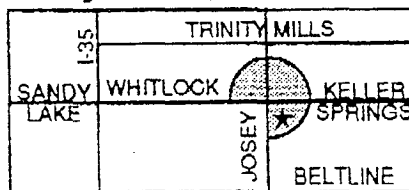
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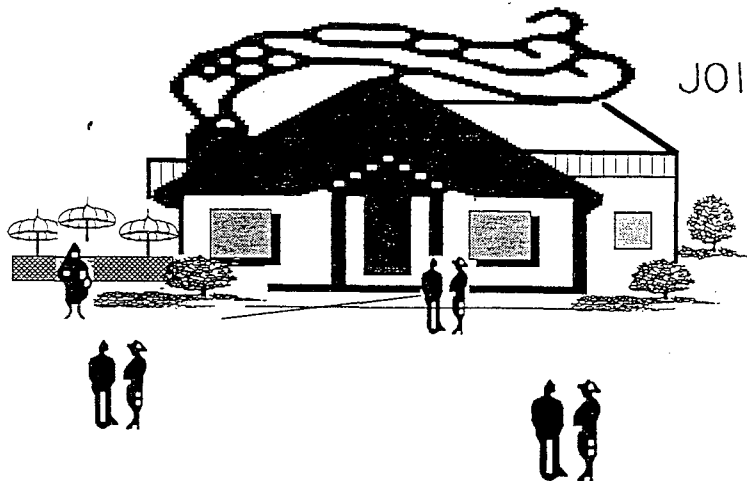
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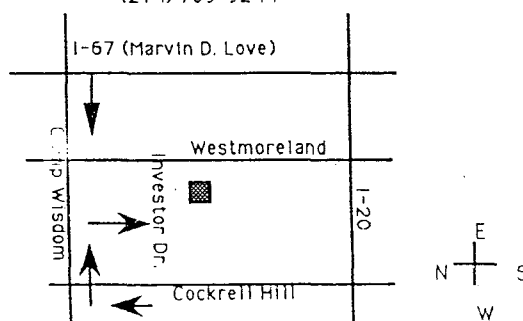


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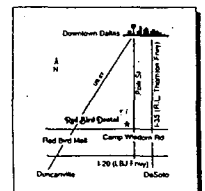
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